Targeted Improvement Plan

District Name:	Ector County ISD	**County District Number:**	68901	**Superintendent Name:**	Jim Nelson
Campus Name:	Buddy West	**Campus Number:**	132	**District Coordinator of School Improvement:**	Andrea Martin
PSP:	Justin Marchel	**Educational Service Center:**	Region 18	**School Principal:**	Gisela Davila

Vision:	Believe. Achieve. Succeed

Problem Statement #1:	On 2018 STAAR Reading, 56% scored approaches, 21% met grade level standard and 6% scored at the masters level	**Annual Goal #1:**	On 2019 STAAR Reading, students scoring at the Approaches level will be no less than 65%; 20% Meets Grade Level; and 10% Masters.
Root Cause #1:	Lack of strong foundation in K-2 Reading	**Strategy #1:**	The campus will provide support to ensure lesson planning and delivery includes rigorous, small and whole group instruction to enhance Tier 1 student growth and authentic engagement.

Goal #1:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: *(training, acquisition of new skills)*	Istation training to review instructional resources	Sept. 4, 2018	Istation mini lessons, reports, assessments available	Administrators, District IT	Effective grouping to facilitate appropriate instruction according to individual student needs			
	Guided Reading planning sessions for all regular and bilingual K-5 teachers	Sept. 28, 2018	Goal setting binders, leveled readers, BOY data, completed Istation maps and binders	Administrators and two campus Instructional Coaches	Guided Reading components will be implemented with fidelity; using data to guide instruction for workstations and small group			
	Depth of Knowledge/Rigor training	Oct. 19, 2018	Books and materials provided during training that support, effective lesson planning training and rigorous instructional delivery every day.	El Saber training consultant	Provide resources to guide differentiated instruction; strategies to support general ed., as well as to increase language proficiency levels			

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	Lead4ward training on Lesson Planning	Pending consultant schedule	Lead4ward planning resources, YAG, TEKS Resource	Principal, Lead4ward Staff, Instructional Coaches	Systemic improvement in the area of lesson planning leading to a significant improvement in instructional delivery			
	Coaching support for administrators based on classroom observation feedback, as well as debriefs with teachers	Sept. 21, 2018	Eric Sheninger	Campus leadership team, administrators, teachers	Improvement of instructional delivery to promote student growth, and success			
Intermediate: (Implementation)	Posting of the essential question, student learning objective(s), and student performance task for each lesson	Ongoing	Lesson Plan Template, Fundamental Five/Lesson Framing	Campus Administrators, Teachers	Providing clear expectations for student learning and performance objective for each lesson			
	Consistent monitoring and providing feedback on lesson plans and instructional delivery	Ongoing	Timely feedback and follow up from walkthroughs, observations, and lesson plans	District Support Team, Campus Administrators, Campus Instructional Coaches, Teachers	Improving teacher practice to impact student learning			
	All staff members will participate in PLCs once a week, to discuss lesson planning, data, best practices, intervention, enrichment, and various professional development as needed.	Ongoing	Professional development as needed based on conversations and feedback from teachers	Campus Administrators, Teachers, Instructional Coaches	Systemic process for collaboration and continuous improvement of student performance			
	Kagan and P21 strategies utilized during instructional delivery to promote student engagement	Ongoing	Walkthroughs, Lesson Plans	Campus Administrators, Teachers, Instructional Coaches	Increased authentic student engagement for all students			
Long-Term: (Results)	The campus will score above the state target in the area of student achievement and closing the achievement gap	Spring 2019	STAAR, Istation	All Stakeholders	The campus will increase the % of students performing at each level to meet the state target for STAAR Reading			

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	Vision Status			Vision Metrics	Data will be monitored after every assessment by administrators, teachers and all stake holders. Students will monitor their own progress by graphing goals before and after every assessment. Data wall will be utilized to measure progress by using color coded student cards that will match individual student goals.			

	Problem Statement #2:	21% of students met grade level standard in Reading (state target/44%); 32% met grade level standard in math (state target/46%); 4th and 5th grade students did not meet state target for Growth Status in Reading or Math		Annual Goal #2:	The campus will meet or exceed state targets for meeting grade level standard in Academic Achievement and targets for Academic Growth in 4th and 5th grade			
	Root Cause #2:	The campus did not implement a consistent system to monitor student progress.		Strategy #2:	The campus will ensure teachers will focus on self-reflecting and revising instruction to obtain better results and developing intervention plans for all students that targets learning gaps to achieve maximum student success.			

Goal #2:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Utilization of goal setting data mats for each individual student	Sept. 4, 2018	2018 STAAR scores, Lead4ward resources	Campus Administrators, Teachers, District IT	Clear expectations and individual student goals to track progress			
	Depth of Knowledge/Rigor training	Oct. 19, 2018	Books and Materials provided during training that support, effective lesson planning training and rigorous instructional delivery every day	El Saber training consultant	Resources to support differentiated instruction; targeted intervention and/or enrichment			
	Lead4ward training on Lesson Planning	Pending consultant schedule	Lead4ward planning resources, YAG, TEKS Resource	Principal, Lead4ward Staff, Instructional Coaches	Systemic improvement in the area of lesson planning leading to a significant improvement in instructional delivery			
	Data tools will be utilized at the beginning of the school year to assess the readiness level of each student for grade level content.	Sept. 1, 2018	Excel Spreadsheet, 2018 STAAR scores, Istation end of the year scores	Campus Administrators, Teachers, District IT	Identification of individual learning gaps based on low performing TEKS			
	Constructive Feedback	ongoing	T-TESS, Guided Reading rubrics, PLC debriefs	District Administrators, Campus Administrators, Instructional Coaches	Learning from feedback; improvement in teacher practice; improvement in student learning outcomes			

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Intermediate: **(Implementation)**	Student progress tracking and monitoring	Ongoing	Electronic data tools, interactive data wall, individual student goal setting binders	Teachers, District Support Team, Campus Administrators	Data driven instruction; specific goal and target based on areas of need according to individual data			
	Scheduled/planned intervention time	Daily	Eduphoria, Intervention lesson plans, data tools, Istation mini lessons	Teachers, Instructional Coaches	Closing achievement gaps; designated time to work with tier 2 and 3 students on specific goals based on data findings			
	Campus administrators will monitor data analysis process to ensure implementation of expectations and provide planning and coaching support as needed	Monthly campus-based assessments; district online assessments (Oct. 2018 and Feb. 2019)	Eduphoria, TAMS reports	District Administrators, Campus Administrators	Purposeful/targeted intervention that is improving student performance			
	Students will monitor their own learning and set goals before every assessment to track progress	Monthly campus-based assessments; district online assessments (Oct. 2018 and Feb. 2019)	Student Goal Setting binder, individual data	Campus Administrators, Teachers, Instructional Coaches, and students	Students will gain confidence in their ability to learn and extended their knowledge of the TEKS			
Long-Term: **(Results)**	The campus will score above the state target in the area of student achievement and closing the achievement gap	Spring 2019	STAAR 2019	All Stakeholders	The campus will score above the state target in the area of student achievement and closing the achievement gap			
Vision Status				**Vision Metrics**				

Root Cause #3:				**Strategy #3:**				

Goal #3:	**Activity** *(Actions/Processes)*	**Activities Timeline**	**Resources**	**Person(s) Responsible**	**Expected Outcomes** *(Goal/Target)*	**Results** *(Outcomes/Data)*	**Status**	**Next Steps**
Short-Term: *(training, acquisition of new*								
Intermediate: *(Implementation)*								
Long-Term: *(Results)*								
Vision Status				**Vision Metrics**				